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# The Times

MINDEN ONTARIO

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## Think pink

The Haliburton County Huskies played the Aurora Tigers during their Pink in the Rink game on Sat., Nov. 25 in Minden. Funds from the game were put towards breast cancer research. For more photos, see page 8 of this issue. /TIM YANO special to the Times

# County moves to rebuild geographic info system

by **JAMES MATTHEWS**  
*Local Journalism Initiative Reporter*

Haliburton County will rebuild the website that hosts the region's geographic details.

A Geographic Information System (GIS) is a computer system that displays information about a specific geographic location. Council learned during its Nov. 22 regular meeting that the life of the county's current system will end in July.

Mike March, the county's information technology director, said the site is used daily by many county staff as well as their counterparts at the four lower-tier municipalities and the public.

"It's important to keep these tools up to

date and functioning properly," he said. "In order to keep moving forward with these tools, they do need to be rebuilt."

The county and four lower-tier municipalities have been without web mapping support

see COUNTY page 2





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# Large power outage caused by truck

by EMILY STONEHOUSE  
Editor

On Nov. 22, nearly 11,700 locals lost power when a large truck hit a pole near the Minden Transmission Station. It was noted that the driver was safe. The outage occurred at 9:50 a.m., and impacted people and businesses from Kennisis Lake to Gooderham, and everywhere in between. “We understand how difficult it is to be without power and we thank our customers for their patience as crews worked to restore power as quickly and as safely as possible,” said Tiziana Baccega Rosa, a senior media relations advisor from Hydro One.

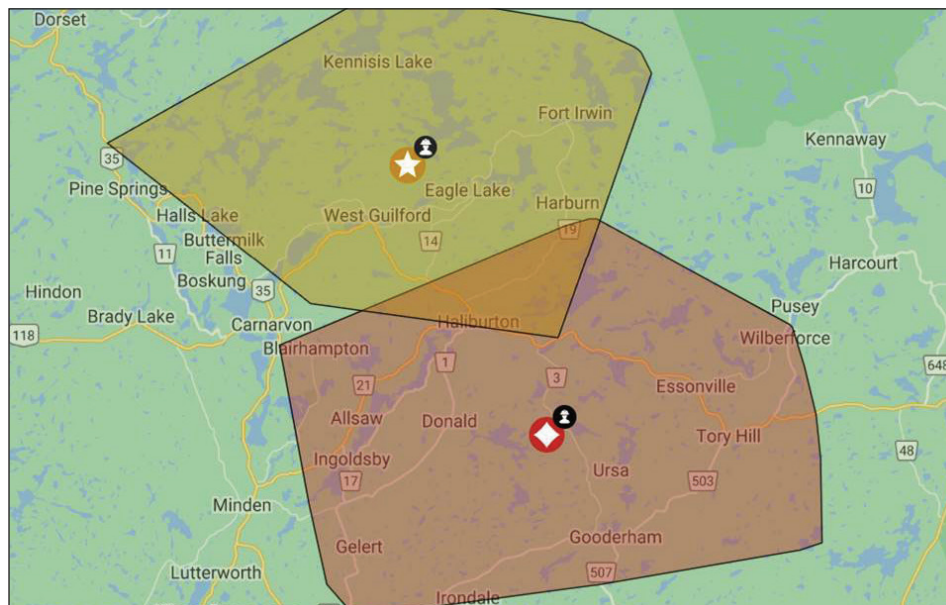
Rosa noted that crews were able to temporarily restore power to all customers at approximately 12:40 p.m., but at that point, had ordered a new 70 foot pole that was in

transit to the site of the incident. While crews waited for the pole to arrive, the power was turned back on.

At approximately 4:40, upon the arrival of the new pole, crews required a second outage to install the unit properly, and make the permanent repairs. Power was then restored to all customers by 6:50 p.m. on Nov. 22.

The majority of the county was impacted by a power outage on Nov. 22 as the result of a truck hitting a hydro line near Minden. The highlighted areas outline the regions that were impacted.

Power was restored to the county before 7 p.m. /Photo submitted by Hydro One



## New Minden CAO steps in

by EMILY STONEHOUSE  
Editor

The search is finally over. After months of searching for a new CAO in Minden Hills, Cynthia Fletcher has stepped into the role, effective Nov. 23, 2023. “I am extremely pleased that Cynthia will be our new CAO,” said Mayor Bob Carter. “With her leadership, our team will deliver the service that Minden Hills requires as we continue to grow in this changing world.”

Fletcher brings to the table a variety of municipal experiences, including but not limited to the City of Kitchener, the City of Peterborough, and the Township of Georgian Bluffs. Professionally, Fletcher is a CAO Mentor for the Ontario Municipal

Administrators Association (OMAA), sits on the Board for Inclusion Action Ontario and is a past board member with the Ontario Building Envelope Council; items outlined in a press release circulated by the Township of Minden Hills on Nov. 21.

Pat Kennedy had been acting as interim CAO since the summer months, and stepped away from the role in October. Prior to Kennedy, the position was filled by Trisha McKibbin, who left Minden to join the Municipality of Strathroy-Caradoc in July of this year.

“I want to thank council for inviting me to join the Minden Hills team,” said Fletcher in a press release to the community. “I look forward to working with Council, our staff, and the community in building a bright future for Minden Hills.”

## County builds system from scratch

from page 1

since 2022. The developer that custom-created the application for the county in 2016 is no longer available for support.

Environmental Systems Research Institute (ESRI) is the company who makes the GIS mapping software on which the county’s web-based mapping tool is built. But they don’t support third-party custom-built applications.

That leaves it to the county’s IT/GIS staff to support the application. But neither IT nor GIS staff have the programming background required to properly support the application.

“We’ve gone as far as we can with the tools that we have,” March said. “In order to kind of get us over the finish line, we do need to avail ourselves of some consulting services through ESRI.”

The county’s been quoted \$11,500 for about 60 hours of work by the company. March said there’s about \$36,000 in a GIS reserve fund that was earmarked for future projects and initiatives.

“As the quote is time and materials, we will not be charged for any hours that have not been used,” he said. “Unused hours could stay in the reserve or they could be utilized to further expand the functionality of our GIS mapping utilities.”

Councillor Bob Carter, the mayor of Minden Hills, wondered if the money was to cover “sort of an add-on” to the existing software.

“We’re building it from scratch because the existing software is (at) end of life,” March said. “We need to kind of move off to new technology and supported technology.”

March said ESRI will provide a whole suite of tools to build the GIS application. Basically, he said, there’s a standard edition and a developer edition.

The standard edition is the simpler of the two products that allows GIS staff to build web mapping applications using pre-built widgets and modules. The developer edition provides the same functionality as the standard edition, but it allows for advanced customization of the user interface as well as additional programming capabilities above the standard edition.

Over time, there have been many value-added features incorporated into the existing county web GIS, providing users with many tools with which to work. As such, the GIS technician has not been able to fully replicate the functionality of the current site using the standard edition.

“We’ve gone as far as we can with this one (the current website GIS), so we need to utilize that (new) one,” March said.

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MINDEN ONTARIO



# County closes rail trail to side-by-sides

by JAMES MATTHEWS  
Local Journalism Initiative Reporter

Allowing more motor vehicles to travel the Haliburton County Rail Trail would be detrimental to other users' safety.

Sylvin Cloutier, the county's deputy director of public works, delivered to county council Nov. 22 details about allowing side-by-side (SxS) vehicles on the trail.

All-terrain vehicle associations from Kawartha (KATVA) and Haliburton (HATVA) highlighted to the county in June that allowing SxS vehicles could be beneficial.

They asked for a two-year trial period of allowing SxS vehicles on the Haliburton County Rail Trail (HCRT). Also at that June meeting, the Friends of the Rail Trail (FoRT) group expressed concerns about SxS vehicles and the impact they could have on the trail system.

The county's Committee of the Whole requested staff to report back with additional information related to the interaction and compatibility of different types of uses; bylaw enforcement; effects on the trail surface; trial costs to be incurred; the options for the trial period; experience of other communities who have permitted side-by-sides on trails; a potential fine structure; and recommendations related to vehicle size limitations and allowable driver age.

The HCRT is a multiuse facility already permitting specific

motorized vehicles and restricting certain types such as motor bikes and SxS.

According to a staff report brought to council: FoRT believes that with approval of SxS, "The HCRT will become an all-out motorized recreational highway that the county could not in any good conscience offer to residents or visitors as a safe or attractive greenspace amenity."

In their request, the HATVA/KATVA acknowledge the concern about how to prevent the trail from becoming a motorized only trail. In their submission, the association contend that there is no possibility of this happening if the trails are managed properly.

Examples of municipal multiuse trails that allow SxS were provided by the associations, trails that are shared with walkers, joggers, cyclists, horses, families with children and seniors.

But Councillor Bob Carter, the mayor of Minden Hills, isn't buying that.

Carter said he's perplexed about adding more vehicles to a narrow trail.

"I think this trail is intended to be a multi-use trail," he said. "I don't see how I can take my family, children, grandchildren, or dogs along a trail where there's vehicles that are travelling at 50 kilometers an hour."

"I just don't think that would be responsible of me to do that."

Warden Liz Danielsen, the mayor of Algonquin Highlands,

said the issue has been one of the more contentious ones for council in a decade or longer.

"It's supposed to be a multi-use trail and I do see that we are leaning far more towards motorized use than we are the idea of a multi-purpose trail," she said. "I know that there are arguments to be made on both sides of the fence with respect to the benefits to our economy from side-by-sides, from ATVs, from snow machines."

"But I also think that we might be failing in looking at the benefits to our economy from cycling as well."

More motorized vehicles on the trail will mean more challenges for walkers, cyclists, and hikers. The trail is also there for more passive uses, she said.

"There are the naturalists who enjoy the condition that the trail is in now," Danielsen said.

Allowing even a two-year trial period may permanently alter the trail's use. There are questions about bylaw enforcement and trail maintenance.

"We may even have to widen the trail," she said.

Coun. Murray Fearrey, Dysart's mayor, said the lugs on ATV tires could really tear the trail up.

Coun. Jennifer Dailloux, who is also the deputy mayor of Algonquin Highlands, said there are a number of other trail systems devoted to such vehicle use. What the county is missing are trails dedicated to use by cyclists, she said.

"We don't have one, apart from the rail trail, which is multi-purpose," Dailloux said.



## Crafty kids

Hudson Ideson, left, and Abigail and Evangeline Ingram create window clings at the Minden Hills branch of the Haliburton County Public Library on Friday, Nov. 24.



Hillary Montgomery of the Haliburton County Public Library helps Dahlia Bowman design a window cling at the Minden Hills branch on Friday, Nov. 24. The workshop was part of children's PA day programming, where kids created their own window clings by making clay molds and then adding a special translucent solution. /Submitted by Chad Ingram

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### VIRTUAL & IN-PERSON COUNCIL MEETINGS

Council and Closed Session meetings are currently being conducted with a hybrid model of in-person and electronic participation in accordance with the Municipality Act. Meetings begin at 9:00 AM unless otherwise noted. The scheduled upcoming meetings are:

November 30 - Regular Council Meeting  
December 14 - Regular Council Meeting

Members of the Public are invited to observe Council proceedings by attending in-person or a live-stream link available on the Township CivicWeb Portal at [mindenhills.civicweb.net/Portal/MeetingTypeList.aspx](http://mindenhills.civicweb.net/Portal/MeetingTypeList.aspx) or by using the direct link provided in the notice. Meeting agendas are not displayed during the meeting; please download by visiting our CivicWeb Portal at [mindenhills.civicweb.net/Portal/MeetingTypeList.aspx](http://mindenhills.civicweb.net/Portal/MeetingTypeList.aspx). Please note the live stream file/video will be available to the public for the duration of one week after the Council Meeting.

### CULTURAL CENTRE

The Minden Hills Cultural Centre, including the Agnes Jamieson Gallery, will be closed from November 27 to December 4 as we prepare the gallery and install an exhibit featuring artwork from our permanent collection. We will re-open to the public on Tuesday, December 5 from 10 am - 4 pm with an exhibit featuring artwork from our permanent collection. For more information, call 705-286-3763 or email [culturalcentre@mindenhills.ca](mailto:culturalcentre@mindenhills.ca)

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### WASTE DISPOSAL

#### Confidential Paper Shredding Event

The Township is hosting its first Confidential Paper Shredding Event. Date: December 9, 2023 Time: 11:00 a.m. until 3:00 p.m. Location: Scotch Line Landfill At this event, staff will be collecting donations that will be donated to the Minden Community Food Centre. Please bring a non-perishable food item (not expired) or a toiletry item. Hunger is real in our community. Your donations will help us give back to the community to ensure everyone has a great holiday season.

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Please visit our website at [www.minden hills.ca/careers/](http://www.minden hills.ca/careers/) for a complete list of available positions and how to apply.





Jenn McGovern of Minden recently became the first female captain at the department, and encourages other women to get involved in the trade as well. /Photo submitted



Angie Grant and Sandra Dabrowski of Highlands East have been firefighters since 2019, and commend their station for having a fairly even split between men and women on the team. /photo submitted

## ‘Just as strong as men’; celebrating women firefighters

by **EMILY STONEHOUSE**  
Editor

As you walk past kids’ clothing in stores, it’s always the same.

The gendered sections; butterflies and sparkles in hues of pinks and purples on one side. Dinosaurs and trucks in muted blues and greys on the other.

The racks of tiny T-shirts, telling kids their interests, their hobbies, their passions, without them even knowing.

And of course, anyone can be interested in any of those things. A gender shouldn’t define a person, nor should a shirt indicate who that person is.

But what would happen if we stripped away the stigmas of gender, and began to look at the heroes who make a difference in our community as a whole.

In Haliburton County, there are an impressive number of women in leadership positions with the local fire departments; a professional industry that is largely dominated by men.

Across Canada, roughly 11 per cent of firefighters identify as women. And while we are fairly lucky in Haliburton County with the number of women who are on each department, they are still outnumbered by men.

“It wasn’t easy getting started,” said Jenn McGovern, the first female captain of the Minden Fire Department, “it’s definitely still a man’s world.”

McGovern became a volunteer firefighter in 2019, after being told repeatedly by her partner at the time that she couldn’t do it. “I am very dedicated to it, and very passionate about it,” she said when she sat down with the *Times*. After getting her foot in the door, McGovern attended recruit school to further her knowledge and skillset, and after being

on the department for two years, was promoted to captain.

“We always work as a team for everything,” noted McGovern, “and yes, maybe there are some things that I may not be able to do the same way as some of the men do them, but there are some things where I have more strength than they do.”

With a background in the mental health field, McGovern noted that she carries a level of empathy that comes from her own experiences and knowledge, and is proud to be able to bring that to her team.

Logging over 500 volunteer hours a year dedicated to the department, McGovern said she has no intentions of stepping back, and is incredibly proud of her team and the people who helped her get to where she is now.

She hopes that other women enter the field of fire fighting to start to change the stigma, and so young girls can have people in the industry to look up to. “If you put your mind to it, you can do it,” she said, “and us women living up here are proof of that.”

In Highlands East, Angie Grant and Sandra Dabrowski have been on the department since 2019. “What sparked the interest for me was seeing firefighters in action,” said Grant, who shared a memory from when she was a manager at Bark Lake, during a time where emergency personnel were required for a backwoods incident. She remembered that watching them work was incredible. “You can see how impactful they are,” she said, “watching heroes coming to the rescue.”

The couple shared that they made the decision together to start volunteering with Station Three out of Gooderham, and they have never looked back. They started weekly training before attending recruit school, and dedicated themselves to learning everything they could about the field.

“Across the board, it’s definitely still a male dominated field,” said Dabrowski, “but we’re lucky in our hall, because I’d say our team is close to 50/50.” “And our team is super supportive of all of us,” echoed Grant, “our chief is very into equality in every way.”

Grant and Dabrowski noted that the capacity of calls changes on a regular basis.

Sometimes they will get one to two calls a week, and other times, it can be multiple calls in a single day, with the summer months being the busiest.

“But it really is the greatest job in the world,” said Grant. “There’s a rumour that says it’s the greatest job, and I can confirm, it is,” she beamed. Dabrowski said that becoming a firefighter allowed her to embrace bravery in all its forms. “I think if you want to show you can be brave, you want to be brave, this is such a good avenue to be that brave version of yourself.”

After each interview with these women, each one suggested one more person to connect with. A person they admired, who taught them, trained them, and represented women in the field in ways they described as “up-standing” and “inspirational”. That person, is Stacey Parish.

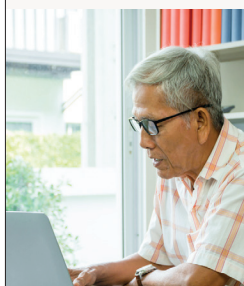
Parish was named the deputy fire chief for Dysart et al in January, 2023, and the full time training officer in March of the same year. That comes after she was captain for seven years, and a member of the department for 20. She is the first woman to ever be named deputy in the county.

“I’ve always tried to be inclusive,” said Parish, “that’s how I have always led. A firefighter is a firefighter, and we are all a team.”

Parish credits her team with always supporting her, and notes how they are her second family, in every sense of the word. “We are a very tight knit community,” she said, referencing not only fellow women in the industry, but the county firefighters as a whole.

Parish noted that growing up, she did not have an interest in fire fighting. “It was never presented to me as a job a female could do,” she said. “But my advice is that if you have any inclination to do it, just do it. The women who get into it are just as strong as men. And I am very proud of all of them, and the entire fire department community here.”

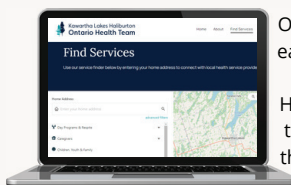
So perhaps it’s time to forget about the stigmas of gender - the clothing, the biases, the expectations - and begin to look at the real people who make a difference in our community as a whole. Because we have no shortage of heroes in Haliburton County.



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# County, municipalities set snowclearing rates

by JAMES MATTHEWS  
Local Journalism Initiative Reporter

Let it snow, let it snow.

Haliburton County set the snowclearing rates for each of the four lower-tier municipalities.

Each year the county enters into agreements with each of the four local municipalities for the provision of winter maintenance

services on certain county roads.

The average cost per kilometer for all of the local municipalities to plow the roads is \$48.02, which is an increase of 3.9 per cent over last winter.

The agreements begin on the first day of November and end on April 15, 2024. This year's agreements cover the same scope of work as past years with an adjustment to the rates that reflect the actual costs of the local municipalities.

There's a cost for a truck with a plow and wing and its driver, and there's a cost for the sand to be spread.

Algonquin Highlands will pay \$107.40 per hour for the equipment and driver and \$17.54 per tonne of sand on the roads.

Dysart will pay the county \$146.45 per hour for the truck and driver and \$11.91 per tonne of sand.

Highlands East will pay \$119.43 per hour for the snowclearing equipment and driver

and \$15.27 per tonne of sand spread.

Minden Hills will pay \$109.87 per hour for the snowclearing and \$20.70 per tonne of sand.

"I'm pleased to be able to see that Algonquin Highlands is offering the best rate," said Warden Liz Danielsen, who is also the mayor of Algonquin Highlands. "Sorry, I just had to say that."

## Minden Hills Cultural Centre's new exhibit

by BRITNEY PAGLIUCA  
Times Staff

A new exhibit will be on display at the Cultural Centre's Agnes Jamieson Gallery, starting on Dec. 4. The exhibit will showcase artwork from the gallery's permanent collection, which includes new items that have yet to be seen.

Curator Shannon Kelly said that this exhibit is aimed at attracting local residents who may be familiar with the artists on display, and would be interested in seeing pieces that have yet to be shown at the Agnes Jamieson Gallery.

"We are really trying to find artwork that has not been on display before. This is our

slower season, but our hope is that locals may find some curiosity and enjoyment in these new pieces, and continue to support the gallery."

If you have never visited the Agnes Jamieson Gallery, the quieter season could be a great time of the year to finally see the gallery's permanent collection.

One artist on display that may be of special interest is Canadian painter, pastelist, etcher, political cartoonist, author and musician, Owen Staples, who also worked with the well-known Group of Seven.

One of his pieces includes a plein air watercolour painting of new roads being built, north of Haliburton. This original piece was used as a reference by Staples to create a famous painting of the scene, which is now

held in a private collection.

The painting was donated by Staples' granddaughter, Sue Reid, a Haliburton County resident.

Another notable artist that will be on display is Rob Niezen, who studied printmaking at the Haliburton School of the Arts.

If you missed the Cross Cut exhibit this summer, you could still see some of his work that has been donated to the Cultural Centre for their permanent collection. The four Niezen pieces on display are linocuts illustrating traditional songs from rural Ontario.

Lastly, the exhibit will also display work from the famous, André Lapine, including new work that has yet to be shown at the gallery.

The Minden Hills Cultural Centre, includ-

“

We are really trying to find artwork that has not been on display before.

— CURATOR SHANNON KELLY

”

ing the Agnes Jamieson Gallery, will be closed from Nov. 27 to Dec. 3 in preparation for the exhibit, and is set to reopen on Dec. 4.



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**The Times****DAVID ZILSTRA**  
Publisher and Ad Director,  
david.zilstra@gmail.com**JENNIFER MCEATHRON**, Admin  
jenniferm@haliburtonpress.com**DEBBIE COMER**, Circulation  
debbie@haliburtonpress.com**EMILY STONEHOUSE**, Editor  
emily@haliburtonpress.com**JAMES MATTHEWS**,  
Local Journalism  
Initiative Reporter  
james@haliburtonpress.com**VIVIAN COLLINGS**, Reporter  
vivian@haliburtonpress.com**BRITNEY PAGLIUCA**, Reporter  
britneyp@haliburtonpress.com**KAREN LONDON**  
Production Co-ordinator  
karen@haliburtonpress.com2 IGA Road, Box 97  
Minden, ON, K0M 2K0  
• 705-286-1288 • Fax 705-286-4768  
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Production**REED SACHAROFF**  
Production**LAURA SMITH**, Sales  
laura@haliburtonpress.com**PAUL BANELOPOULOS**, Sales  
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# That day the power went out

**I**T STARTED like a normal day; Cheerios in the morning, a second coffee after the kids caught the bus.

That day the power went out, we all had plans. Meetings, phone calls, errands, tasks.

But at 9:50 a.m., 11,700 houses went dark. There was a lot of speculation as to why. The freezing rain from the night before, a planned outage, an accident.

Thanks to cell phone data and word of mouth that travels faster than Seabiscuit, we started to learn that the outage was the result of a transport truck hitting a hydro pole between Minden and Haliburton.

Once we all learned the driver was okay, we speculated about the duration of the darkness.

One hour went by. Then two. Then three.

We started to wonder what we would do with our days. Stores started closing, sending employees home. The uneasiness of the day prior still soaked

in our bones; that day when shops had already locked their doors early, hoping their employees wouldn't end up in the ditches between point a and b.

And while hydro crews slid on ice and sleet to reconnect the community, we waited, and we wondered.

That day the power went out, our priorities shifted. We suddenly became mindful of the pace of our days; no longer fuelled by the whirring consistency that is our schedule.

And while some had generators that kicked in, others did not. Others left e-mails on read, or phone calls unanswered. The errands were not completed, and the tasks left unfinished.

We stopped.

And that day the power went out, we took a breath.

Some went outside; hiking the trails of the Sculpture Forest or finally clearing out their yards in preparation

for Father Winter.

Some read books. Some set up holiday decorations. Some napped. Some caught up on those monotonous life tasks they'd been putting off, for that time when they had the time.

Because suddenly, we had that time. And for many, myself included, the uncertainty about how much time we had was initially worrisome.

Time feels like one of those forms of currency that we can never have enough of.

While some pace their time out in mindful and meticulous manners, many barter it off in exchange for money, for worth, for status.

But it's really the most valuable currency of all. Particularly because it will eventually run out.

But that day the power went out, we were doled out that currency. And some made the most of it. Some panicked. Some thrived.

Some of us don't know how to sit in that time.

So many of us measure success by our productivity; shrug off downtime as a waste of that precious currency.

Whereas in reality, rest time is still time well-used. It's a recharge for our hearts, our minds, our brains. It's a chance to reconnect with our friends, our family, ourselves. Time doesn't have to equal money. It can exist simply for the art of existing.

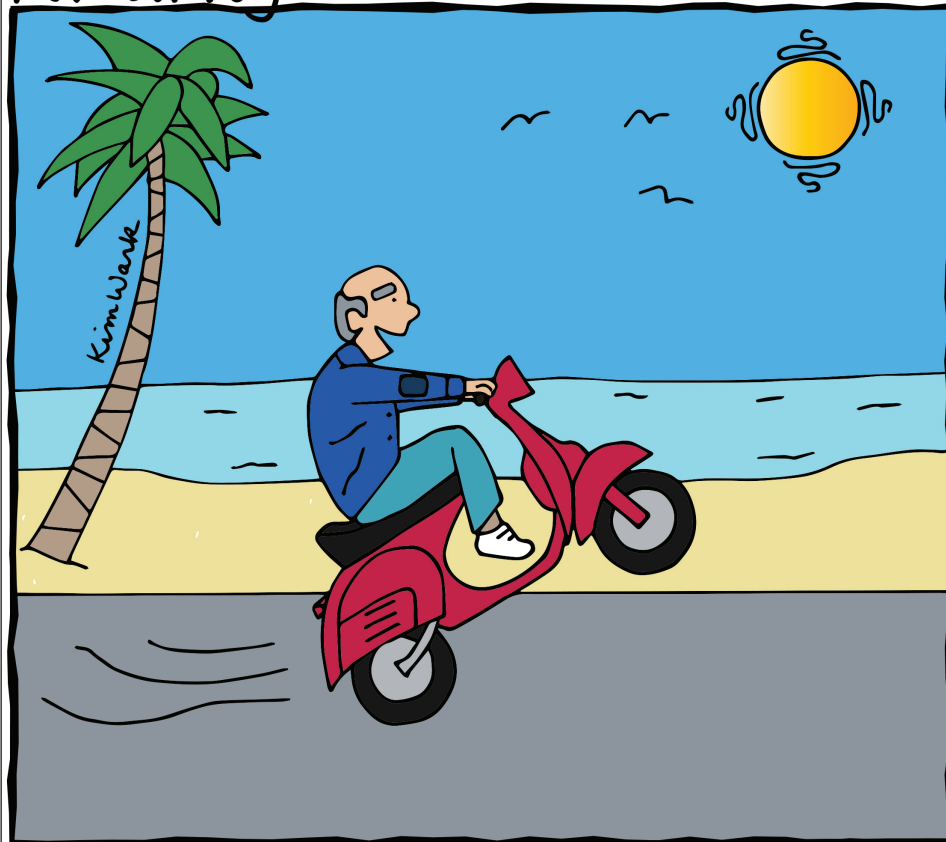
So when the power came back on, the world kept turning. E-mails were answered, phone calls were made, errands were run, and tasks were completed.

But, we had rested. We had taken a break. We had sat with that time. That gift that so many of us forget about, so often. And, we were able to start again. Cheerios in the morning, a second coffee after the kids caught the bus.

That day the power went out.

**EMILY STONEHOUSE**  
Editor

## Kwarky



### Three-Quarter Life Crisis

## You say you want an evolution?

**A** FEW DAYS ago, I was checking photos from one of my trail cameras when a few startling images popped up on the screen.

In the first one, a young doe walked right up to the camera, stopped, and posed for several stylish close ups. What's so startling about that?

Oh, they appeared to be harmless and even cute. Jenn, in fact, called that series of photos "adorable."

But I'll be honest here. They sent a chill down my spine.

Call me crazy, but it seemed to me that this young deer appeared to me to be mimicking rudimentary "selfie" behaviour.

All the hallmarks were there. It was batting its eye-lashes. Tilting its head. I swear it was even pursing its lips. Worse still, it composed a couple of photos so you could see its what I assume was its bestie in the background.

I know it sounds crazy, but hear me out.

What if, as the evidence suggests, these young deer have been watching our young people and slowly learning and understanding. At one point the wolves did, and now I have to clean up after a dog every day.

But this might be far worse. These deer might be evolving into sentient beings who, like all young sentient beings these days, enjoy taking photos of themselves. Heck, we might soon see deer trying to become social media influencers.

The next day I found proof of that since there was another photo on my trail camera of what appeared to be the same deer (which I am now assuming now has more

followers than me) eating one of the apples I put out before the camera.

Call me paranoid, but I am beginning to suspect she is now doing posts of what she ate for breakfast too.

Coincidence? I think not.

Before long, I fully expect that deer will do doing how-to videos on how to avoid hunters and perhaps even do Yelp reviews of the local apple trees and farms fields. And that's not good.

I know most creatures don't evolve this quickly, but we live in a different era now. Twenty years ago, you could not watch videos on your phone, and when we used the words artificial intelligence, we were typically talking about people who would tell you that they were trying earn a degree in interpretive dance.

All this is to say, things are moving quickly these days.

So, I'm just going to put this out there. The only thing that is currently keeping these deer from using our cell phones is their hooves. But then again, a deer's hooves are probably as delicate on a cell phone screen as the thumbs of a fellow my age. My point is, if they figure out Siri, nothing is going to stop them.

And if they learn to use cell phones and text messaging, hunting will be forever changed – and probably not for the better. For instance, they'll be able to take videos of us asleep on our tree stands for likes and follows.

The problem with a deer trying to become a social media influencer is that they will be doing it for all the wrong reasons. Hey, if the does are going to do this, it'll definitely be for the bucks.

**STEVE GALEA**  
Beyond 35



# IN OTHER WORDS

Columns and Letters to the Editor

## Goodbye self-checkouts!

Some people are unhappy with the growing number of retailers getting rid of self-checkouts. I am not.

Self-checkouts don't pay income tax. They don't contribute to social insurance plans and pensions. They don't earn wages for people to buy groceries to take home to their families.

Self-checkouts eliminate jobs and the good things that jobs give us.

Also, they symbolize a trend that is corrupting our lives. That's the trend to do things faster – hurry to where you are going; hurry to get things done. Hurry, hurry, hurry.



**JIM POLING SR.**

*From Shaman's Rock*

There's even a name for it: Hurry Sickness or Hurry Syndrome. It is a sickness because it creates irritability with anything or anyone that slows things down. It can damage your health and relationships with family and friends.

You see it more and more these days, notably on the highways. Impatient drivers passing cars on hills and curves, ignoring the blind spots where another vehicle could be coming straight at them.

You see it on the streets and in the shopping malls.

One of my daughters and her husband were subjected to someone's impatience at a retail store on

Remembrance Day. They were at a staffed checkout when the clock struck 11 a.m. and they stopped putting their goods on the conveyor belt and stood heads down for a minute of silence.

An angry customer yelled at them to get moving because they were holding up the customer line. Imagine, slowing everything down just to remember those who sacrificed their lives for us!

A growing number of customers are unhappy with self-checkouts. That customer backlash, plus concerns about mechanical issues and theft, have some major retailers rethinking self-checkouts.

Booths, a major United Kingdom grocery chain, is removing most of its self-checkouts. Costco, Walmart and some other big American chains have been considering reducing their number of self-checkouts.

"Our customers have told us this over time — that the self-scan machines that we've got in our stores ... can be slow, they can be unreliable (and) they're obviously impersonal," Booths managing director Nigel Murray said in a BBC interview.

Self-service machines were first introduced during the 1980s to lower labor expenses. They shifted the work of paid employees to unpaid customers and their use expanded during the COVID-19 pandemic.

Besides mechanical issues and customer complaints, retailers with self-service machines are seeing higher merchandise losses from customer errors and intentional shoplifting.

Last year a study of 93 retailers across the globe estimated that 23 per cent their store losses were related to self-checkouts. An earlier study found that self-service lanes had a loss rate for four per-cent, more than double the industry average for loss.

Glitches in self-checkout systems can tempt people to cheat. Some products have barcodes that don't scan properly and a customer simply bags the item without bothering to confirm it scanned. Or, a customer might type in a wrong code by mistake and not bother to re-scan the item at the proper price.

Some self-checkout theft is deliberate. For instance customers have been known to take the sticker off a cheaper item and place it over one that is more expensive.

For instance, there is the banana trick in which you take the \$2 tag off a banana and place it over the \$17.99-a-pound steak.

There is no question that self-checkouts can be convenient and save time. Retailers have been working on ways to reduce annoying glitches and to reduce theft.

One thing they will not reduce, however, is the fact that self-checkouts are taking away jobs. There is concern that getting your groceries through self-checkouts will spread to other items.

Imagine seeing a car you like and being satisfied with its options and price, so you simply scan the windshield sticker, write a cheque and drive off. No sales staff required.

That's not an impossibility.

Despite its problems, self-checkout is expected to become the norm. Industry insiders have estimated that the global self-service checkout market will almost double to \$5.9 billion by 2026.

One example: Ontario car buyers no longer have to go to a Service Ontario office to register a vehicle. Car dealers now can register vehicles online, and issue ownership permits and licence plates to buyers on the spot.

## The Principles of an Economic Charter of Rights

## Profit sharing with employees a formula for business success

SEVERAL YEARS after I opened my small tool and die shop, I came up with what turned out to be a sure-fire formula for growing my business: I made my top managers partners in profits, and I gave them a share of the ownership.

When my rapidly growing business eventually became Magna International Inc., I gave every employee the right to share in the profits and ownership of the company, and it became the driving force that placed Magna on a path of incredible growth in the decades that followed.

I'm a big believer that if employees have a stake in the company's success, they'll be more motivated to produce a better product for a better price. So, it's always been puzzling to me that more companies don't share profits with their employees.

There are two basic types of management styles that most companies adopt. The first one is something I describe as the boss/worker model, where the senior managers are bosses who dictate how the company operates, and the workers are paid to carry out the tasks necessary to keep the company running.

Under this model, workers are often unhappy and more likely to reach out to unions in order to get better pay and working conditions. In this scenario, workers end up becoming more like adversaries than partners.

The other management model is the one I embraced. It's a model where senior management and employees work together as partners to make the business successful. Under this model, employees are also partners in profitability – they get a cut of the profits they help produce, and as a result, they care more, work harder, and constantly think about ways to improve productivity and boost profits.

After I gave employees at my company the right to share in the profits and ownership, our profitability and growth surged. I saw firsthand the dramatic impact that profit sharing can have on the growth and

success of a business.

It's a major reason why I made sharing profits with workers one of the seven key principles in a proposed new Economic Charter of Rights and Responsibilities for Canada.

As part of this particular economic right, I've been advocating that profit sharing should be required for all large companies with more than 300 employees.

But following discussions with a number of business leaders and CEOs of large corporations, I've come around to the view that it would be better if this requirement only applied to small businesses that grow in size to more than 300 employees.

By requiring profit sharing for only those small businesses that grow in size to 300 employees or more, it can be phased in at a much earlier stage of the company's growth and development and would

slowly evolve over time. It would also be more likely to take root and become part of the company's DNA.

Establishing this principle will create a new profit-sharing culture in Canada that will enhance our country's competitiveness and improve productivity. We will gradually transition from a business culture of bosses and workers to a culture where employees are partners in profitability and share in the success of the business.

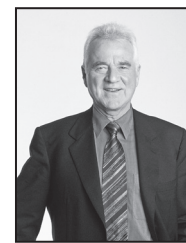
Profit sharing worked spectacularly for my company. It can do the same for yours.

Email me at [info@economiccharter.ca](mailto:info@economiccharter.ca) if you'd like to learn more about how this powerful economic principle could transform your business. To learn more about the proposed economic charter, please visit: [www.economiccharter.ca](http://www.economiccharter.ca).

### Author Bio

Frank Stronach is the founder of Magna International Inc., one of Canada's largest global companies, and was inducted into the Automotive Hall of Fame.

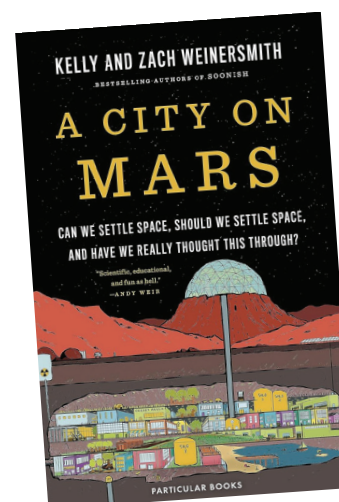
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**FRANK STRONACH**

*Principles*

## HCPL's Book of the week



Earth is not well. The promise of starting life anew somewhere far, far away – no climate change, no war, no Twitter – beckons, and settling the stars finally seems within our grasp. Or is it?

In a world hurtling toward human expansion into space, *A City on Mars* investigates whether the dream of new worlds won't create nightmares, both for settlers and the people they leave behind. In the process, the Weinersmiths answer every question about space you've ever wondered about (and many you've never considered) with deep expertise, a winning sense of humor.

*A City on Mars* by Kelly and Zach Weinersmith is available to borrow from the Haliburton County Public Library.





The Huskies beat the Tigers in a huge 7-1 win for their Pink in the Rink game supporting those facing cancer.

Left, a Huskies mascot waves to a little fan during the team's game against the Aurora Tigers on Sunday, Nov. 25. /TIM YANO Special to the *Times*

# Huskies down Rangers and Tigers

by **ALEX GALLACHER**  
*Special to the Times*

The Haliburton County Huskies completed their past two weeks split with two wins and two losses. The team had a tough schedule planned with an away game against defending champions Collingwood on the docket; the team was presumably in for a tough two weeks. However, their two home games were a much different story.

## Wrangling the Rangers

The first team to visit the SG Nesbitt Arena were the last place North York Rangers. Struggling in the season, only amassing three wins so far, the Rangers were desperate to get some goals and pull off the upset.

Ten minutes into the first period the Huskies got the scoring going, as Captain Patrick Saini lit the lamp to score his team leading 16th of the year. In the second period Nick Lamont added the only Huskies goal of the period, tipping in a Lucas Vacca point shot for ninth of the campaign.

A major talking point of the second however, was the first fighting major assessed at the Nesbitt in nearly two years. After Gavin McGahey-Smith made a hard check on a North York player, former Husky Josh Rumolo jumped into action to defend his teammate. Unfortunately for him, McGahey-Smith was no slouch in the tilly and managed to take down Rumolo in a dominant scrap.

In the third period, Noah Lodoen added his first goal in the OJHL burying a feed from Saini to increase the lead to 3-0. The Rangers answered back with a power play goal of their own, perhaps a little bit too late.

Lodoen added his second of the game at 14:51 by knocking in an Aiden Yarde rebound. Finally, Isaac Larmand scored his first career goal as a Husky to conclude the 5-1 victory for the Huskies against the Rangers squad.

## Taming the Tigers

The Huskies have struggled with the Tigers all season long, but on the second and final Pink in the Rink night, the Huskies got the last laugh.

Patrick Saini waited until crunch time to get his first goal of the game, where at 19:03 he buried a screamer past Karkoulas to give the Huskies a 1-0 advantage. 37 seconds later, Nick Lamont doubled the lead with his 10th of the season.

Adam Smeeton got his long awaited first goal as a Husky at 1:25 of the second period, with the assist coming from a freshly healed up Raine Nadeau. Lucas Vacca made it 4-0, before Aurora got on the board with a powerplay goal of their own.

Haliburton County wasn't done scoring yet though. Lucas Stevenson picked up his fifth of the year, while Saini added his 18th of the year short-handed.

The Captain Saini completed his hat trick in the third period, scoring on the power play at 2:59. When the clock expired, the Huskies found themselves with a 7-1 win against the visiting Tigers.

Brett Fullerton made 18 saves on 19 shots, to move himself to 5-4-0-0 on the year.

## On the road again

The Huskies travelled to Collingwood and Lindsay for their two road games.

In Collingwood, the Huskies were shut out for the first time this season after running into a red hot Noah Pak. Pak stopped all 19 shots in a 4-0 Blues victory at the Eddie Bush Memorial Arena.

The Lindsay game however was a different story.

After jumping out to a 4-0 lead over the Huskies, Lindsay found themselves in the cat bird seat. The Huskies attempted to comeback, as Ty Petrou and Jack Staniland added goals to cut the lead in half.

Charlie Fink put the Huskies within one, but it was too little too late. The Huskies won the battle of Highway 35 by a score of 4-3.

The Huskies are back on the road Monday against the Cobourg Cougars and Thursday against the Brantford 99ers. They head to Wellington for a tilt with the Dukes on Friday, before returning home on Sunday to face the Stouffville Spirit.



Nicholas Lamont, #27, scores the second goal of the game under a minute after the first period.

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### Contract Bridge

When: Every Tuesday, 9am - 12pm  
Where: Minden United Church basement, 21 Newcastle Street

Our weekly contract bridge has resumed. New members welcome. All levels of skill welcomed.

### Children's Christmas Gift Sale

When: Dec. 1, 4 to 7 p.m. and Dec. 2, 10 a.m. to 2 p.m.

Where: St Paul's Anglican Church, 19 Invergordon Ave. Minden

An event for children to come and shop for their family and friends - nothing costs more than \$1! We will help with shopping, wrapping, and tagging so they are ready to go under the tree. Everyone is welcome! For more information call the church office at 705-286-2541.

### Highlands Wind Symphony Christmas Concert

When: Dec. 2, 2 p.m.

Where: Northern Lights Pavilion, Haliburton  
Join the Highlands Wind Symphony, with the Highlands Swing Band, for their annual Christmas Concert. Tickets are \$15 for adults or \$30 for a family and are available at Master's Bookstore or at Minden Pharmasave. Text or call 705-457-0455 for more information.

### A Merry Little Christmas Market

When: Dec. 2, noon to 6 p.m.

Where: Burnt River Community Centre, 98 Somerville Centre Road  
Come and visit over 30 vendors and discover

unique and beautiful Christmas gifts. A show with something for everyone!

### Holiday Craft Sale

When: Saturday Dec. 2, 9 a.m. to 2 p.m.

Where: Lloyd Watson Center, 2249 Loop Rd, Wilberforce  
Christmas items, gifts and baked goods. Lunch will be available. Contact: Barb Schofield, 705-448-2598, Wilberforcebarb@yahoo.ca

### Sirch Repair Cafe

When: Dec. 3, 10 a.m. to 2 p.m.

Where: Sirch Bistro, 49 Maple Ave., Haliburton  
Bring us your broken items to be fixed for free! Bring textiles, toys, small appliances, computers, jewellery, wooden furniture, and pottery that needs fixing. Find more information at [www.sirch.on.ca](http://www.sirch.on.ca) or contact us at 705-457-1742 or info@sirch.on.ca

### Minden Legion Branch 636

#### Lunch - Monday to Friday

**Monday:** Rug Hookers every second week. Bid Euchre 1 to 3 p.m.

**Tuesday:** Food 5 p.m. Canoe FM Bingo 6 p.m.

**Thursday:** Cribbage 1 to 3 p.m., Darts 7 to 9 p.m. and Euchre 7 to 9 p.m.

**Every other Friday:** Karaoke 8 to 11 p.m.

Friday Fish & Chips & Wings. Lunch 11 a.m. to 2 p.m. and Dinner 4 to 7 p.m.

Every other Friday Karaoke 8 to 11 p.m.

Saturday All Day Breakfast 9 a.m.

to 2 p.m. with three Meat draws at 11 a.m.

**Call ahead any day for take-out: 705-286-4541**





### Dream team

The Haliburton County Huskies teamed up with the Minden Hills Fire Department on Nov. 26 to collect food and toys to donate to the Minden Community Food Centre. Pictured, the team and the fire department showcase the goods they received during their collections. /Photo submitted

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## Christmas Toy & Food Drive 2023

Join the Haliburton County Home Builders' Association and help us  
to make a difference!

As the Christmas season commences, The Haliburton County Home Builders Association would like to encourage you to include its Christmas Challenge in your plans. Large or small, each gift will help fill the Christmas hampers distributed by the Food Banks in Haliburton County. If you aren't sure what to collect simply gather local gift certificates.

**Option 1:** Call - text 705-457-6901, email [info@hchba.ca](mailto:info@hchba.ca) in advance to arrange a date to pick up your gifts. We will take them to the local distribution centers.

**Option 2:** Drop off your gifts at one of our partners. We will then pick up from there.

### Partners:



Haliburton Chrysler - 13533 Highway 118

Ridgewood Ford - 12560 Highway 35

Ridgewood Ford Sales

### Other locations in Minden and Haliburton:

Cordell Carpet, Haliburton Home Hardware, Minden Home Hardware,  
Hudson Henderson Insurance Broker Haliburton/Minden,  
CIBC Minden, Ommh, Minden Post Office, TD Bank Minden  
Emmerson Lumber Ltd - Maple Ave.  
Kohara & Co - Industrial Park Rd.  
Curry Chevrolet Buick GMC

Drop off for the 4C's in Haliburton is Dec 8<sup>th</sup> and other location Dec 15<sup>th</sup>

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# Living with AI

**A**RTIFICIAL INTELLIGENCE (referred to as AI) is the big technology buzzword right now. You’ve likely already used an AI powered tool at some point in your life, even if it wasn’t marketed as AI. The predictive text on your phone which suggests the next word in the sentence you are typing is one such tool. The



**ERIN KERNOHAN-BERNING**  
*Humans and Technology*

sometimes comically wrong auto-generated closed captions on TikTok or YouTube videos are another. Alexa, Siri, Cortana, and other virtual assistants are also AI tools. With the runaway popularity of Chat-GPT, more tech companies are introducing tools billed as Artificial Intelligence with vague promises to revolutionize the workplace. But what is AI? And is it really “intelligent”?

AI as we know it today isn’t remotely intelligent. As Morten Rand-Hendriksen (instructor with LinkedIn Learning) says, the most important thing you need to understand about AI is that “AI doesn’t know

anything.” Artificial Intelligence is evocative of sci-fi know-it-all computers, but really refers to a kind of statistical model. AI tools are trained on a large amount of data until they are reasonably good at finding the statistically best way to assemble a response to a request that we give them. In the case of text generators like Chat-GPT that data is words.

If you type a request into Chat-GPT and read the answer it gives you, you might disagree that AI doesn’t know anything. For example, ask Chat-GPT to write a hamburger recipe and you’ll likely get a useable hamburger recipe. It might even be good. But all Chat-GPT is designed to do is assemble a response that is most likely to look like a hamburger recipe based on its vast training data. Chat-GPT doesn’t know what a hamburger is. It doesn’t even know what a recipe is. It just knows, statistically speaking, what words go together in what order to give you an answer to your request.

The mistake us humans make is that we think that AIs are smart. Because we as humans use words to convey information and meaning to one another, we assume that anything else using words means what they are saying. But AI can’t mean what it’s saying because it doesn’t really know what it’s saying. Rather, we as humans read the out-

put of an AI and make up the meaning ourselves. Where this can go wrong is that these AIs are so focused on generating a response that if there isn’t enough data, they will generate incorrect responses that “sound right” to us just to satisfy the request.

This means pretty much anything generated with AI needs to be double checked by a human being. New York lawyers Steven Schwartz and Peter LoDuca found this out the hard way when earlier this year they prepared a case using Chat-GPT to search for case law, and the AI provided case references that did not exist. The lawyers were both sanctioned, and their firm fined \$5,000. Earlier this year, popular online foragers raised the alarm that AI generated books on mushroom foraging were appearing on Amazon, containing dangerous advice on identifying wild edibles. Whoever generated those books were looking to make a quick buck, but likely didn’t care if the AI generated content was accurate.

But it’s not just AI’s need to come up with an answer, any answer, that should spark caution. There’s also the data these AIs are trained on. *In a landmark paper on AI, On the Dangers of Stochastic Parrots: Can Language Models Be Too Big?* (Bender and Gebru et. al.), researchers examined how AIs are trained. The data used to train many AIs has been scraped from the internet, which is full of biases present in our society. Those biases are then incorporated into the responses that AI generates for us. When the AI feeds us answers based on biased training data, we further entrench those biases by embracing those answers as true (because we think AIs are smart).

This can especially impact marginalized people particularly where AI tools are being used for crucial and life-changing purposes like job or security screening. And because the processes through which these AI tools deliver results aren’t disclosed, or even fully understood, there is little accountability when those tools might inappropriately reject someone’s job application or deny someone access to a needed service. We have to remember that many of the problems that come with AI are human problems – AI just holds up a mirror to them.

AI does have the potential to make certain tasks easier. AI tools can do handy things like create a summary from a long meeting, analyze a full inbox to make calendar appointments, and make sense of a complicated school schedule. But they need to be used with our human eyes looking for errors – especially errors that may be harmful.



**Melanie Hevesi**  
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*Haliburton Highlands Museum*

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# Minden Cat Angels seeks community support

by **BRITNEY PAGLIUCA**  
*Times Staff*

The Minden Cat Angels have been operating in Minden since 2016, rescuing stray, abandoned and feral cats throughout the county to provide them with food, shelter and a new home when possible. The organization was founded by Don Kerr, who said that he's been rescuing cats all his life.

"People usually call us up to say they've got a stray around," Kerr said. "We bring them here if we can, especially if they have been abandoned."

The Cat Angels have responded to hundreds of calls throughout their time serving the community. Since 2016, they have saved over 200 cats and kittens, not including those they have helped through their portable cat home project.

People who feed strays on their property can contact the Cat Angels for a portable shelter. The structure consists of an old cooler or storage bin that is filled with straw and fitted with an entrance tunnel, where the cats can stay to keep warm throughout the winter.

The stray, abandoned and feral cats that are taken in are housed in a shelter that was built by Kerr and other volunteers. Referred to as the "condo", the space consists of three beautifully constructed buildings, fitted with beds, heat lamps, play structures and tunnels that allow the cats to travel between the enclosures. Once spayed or neutered, the rescues are given full run of the spacious shelter, with easy access to the well-heated main area.

Kerr said that they have never had any behavioural issues with cats in their shelter. "All of the cats get along here and play together well." The space that the Cat Angels have built and the proper care they provide is surely a contributing factor to this.

Every cat is clearly well cared for and loved. Each looking healthy, happy and cute enough that you'd be tempted to take one home on the spot. And they do need a forever home.

The Cat Angels are nearing capacity and are faced with the challenge of accommodating the ever-expanding population of homeless cats in the county.

"We're getting a lot more abandoned cats because people are dumping them more than ever before," Kerr said. "The problem, we find, is that people will adopt a kitten for a very low price and then cannot afford to spay or neuter them." Cats who are not fixed do not make very good pets, he explained. They will commonly mark their territory with a foul-smelling spray and are more likely to have aggressive behaviours.

The high cost of spaying and neutering cats is a part of the problem, Kerr noted. Cat owners could get the procedure done for less in more populated regions, like Peterborough. Another solution that Kerr proposed was to have a mobile service travel to the county, to make the procedure more accessible and affordable.

The Cat Angels not only provide a warm and welcoming environment for the rescues, but they also cover all necessary vet costs to spay or neuter their cats. This is a means of controlling the population in their shelter, and also ensures that the cats get along with one another and are ready to be rehomed when the time comes.

In 2016, the Cat Angels were given a grant to kick-start their mission project, but now they operate by donation only. The cost of keeping the cats safe and healthy includes vet bills, food, bedding materials, heat in the winter months and



Don Kerr with Cat Angel rescue kitten, Dolly. /BRITNEY PAGLIUCA Staff

any necessary shelter repairs. All of their cat keepers, including Kerr, volunteer copious amounts of their time to protect the county cats and care for their rescues.

While the operation runs smoothly, the Cat Angels need additional support as the number of rescues expand and vet costs increase.

Kerr said that they are always in search of new volunteers, especially in the case of an emergency where he is unable to perform necessary tasks of up-keep and care. "Emergency volunteers would be put on a call list in the event of a crisis," he said. "Otherwise, they would only be required to visit us for a few hours to be shown how to properly care for the cats."

There is no minimum commitment level for volunteering. "Some people come just to play with the cats to help us socialize them," Kerr said. Other help that is needed includes feeding and keeping the shelter clean.

The organization also greatly appreciates donations. As a registered charity, monetary donations to the Cat Angels that are over 20 dollars are eligible for a tax receipt. These donations will help cover the cost of vet bills and food.

Donations can be made through the Minden Cat Angels link at [CanadaHelps.org](http://CanadaHelps.org). Cheques can also be mailed directly to Debi Robertson of Minden Cat Angels at 14 Highland Gate Blvd., Minden ON., K0M 2K0.

Other donation items that are needed include canned cat food, old coolers or storage containers, and used blankets or towels that could be used for bedding.

If you are thinking about purchasing a new pet, it is impor-

tant to first consider all costs and responsibilities associated with being a pet-owner. This can help minimize the issue of cat abandonment in the county. Furthermore, why not consider adopting a rescue to help give a pet in need a forever home?

The Cat Angels charge a \$150 adoption fee. Each cat that is rehomed has been neutered/spayed and has all vaccinations. A thorough screening is done to ensure that all cats and kittens are sent to suitable homes.

If you would like to volunteer with or adopt from the Minden Cat Angels, you can contact Don Kerr at 705-457-6923. He requests that you call ahead before visiting and to not text this number.

As the only cat shelter in the county, the Cat Angels have a lot of work at hand. Still, they continue to serve both the people and the cats of Haliburton County. Since their founding, they have rehomed over 70 cats and kittens. But their work is never done, as the population of stray and feral cats in the county continues to rise.

## THE TOWNSHIP OF MINDEN HILLS IN SEASON, EVERY SEASON

**Looking for an opportunity to serve your community or know someone who is?**

The Township of Minden Hills is currently seeking residents to serve on the Committee of Adjustment for the 2024-2026 term. Members will receive \$100.00 for each regular meeting attended, plus an additional \$10.00 per application, and are reimbursed for mileage associated with conducting site visits. Meetings are held at 9:30 AM on the last Monday of each month.

### THE PURPOSE OF THE COMMITTEE OF ADJUSTMENT

The Committee of Adjustment considers applications for minor variances from the Township's Zoning By-law as set out in the Planning Act. A minor variance may allow property owners to use their land in a way which does not comply exactly with the requirements of the Zoning By-Law. The Committee of Adjustment is a quasi-judicial body made up of citizen representatives appointed by Council. Decisions made by the Committee of Adjustment may be appealed to the Ontario Land Tribunal (OLT).

Interested individuals are encouraged to apply by submitting a copy of their resume and a cover letter to:

Clerk's Department  
Committee of Adjustment Member  
Township of Minden Hills  
P.O. Box 359 - 7 Milne Street  
Minden, ON., K0M 2K0  
or by e-mail to:  
[sprentice@mindenhills.ca](mailto:sprentice@mindenhills.ca)

Applications must be received by **Friday, December 8, 2023**. In accordance with the Municipal Freedom of Information and Protection of Privacy Act, the information gathered will be used solely for candidate selection purposes only. Questions about the collection and use of this information should be directed to the Clerk, Vicki Bull, Township of Minden Hills, 7 Milne Street, Minden, Ontario, K0M 2K0 (705) 286-1260 ext. 515.

## DOMINION HOTEL *Serving Friends & Family Since 1865*

*Join us for our Annual*

## Candle-Lit Festive Dinner And Carol Sing

**Featuring Gord Kidd and Friends  
Saturday, Dec 9**

Be part of our Seasonal Celebration.

**Traditional Dinner**  
Soup or Salad and fresh roll to start  
Tender turkey  
Mashed potato, Broccoli salad  
Oven baked dressing  
Elli's corn casserole, Cranberry sauce  
Turkey Gravy  
Vegetarian Option Available

**ONLY \$27+hst**  
*A portion supports local charity.*  
**Please Call for Reservations.**  
Seatings at 5:30 and 7:30

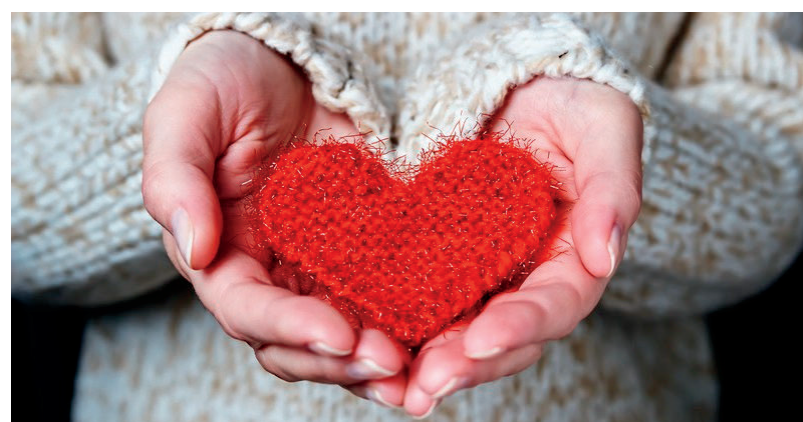
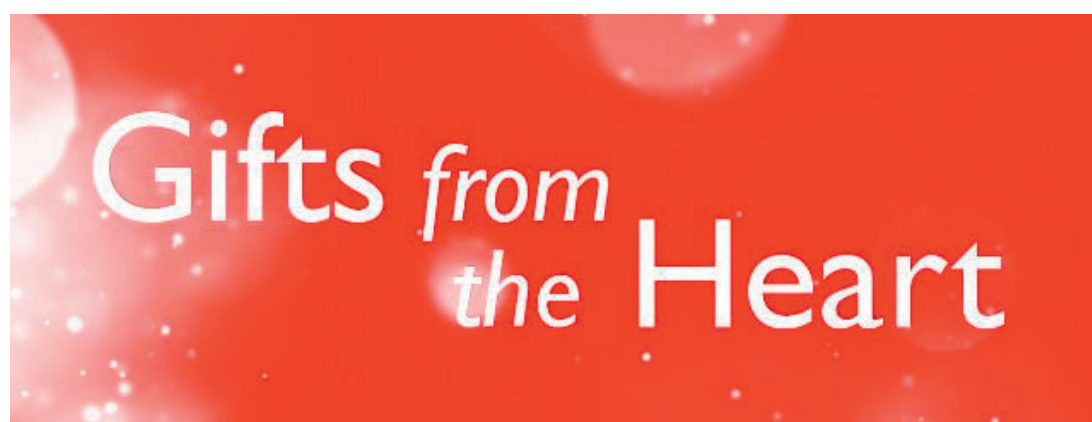


113 Main St., Minden, [DominionHotelPub.ca](http://DominionHotelPub.ca) 705 286-6954

## SUDOKU SOLUTION

6	3	2	8	5	7	1	9	4
7	5	9	4	1	2	3	8	6
1	4	8	6	9	3	5	2	7
5	7	1	3	8	6	9	4	2
9	8	4	5	2	1	7	6	3
2	6	3	7	4	9	8	5	1
8	2	5	1	7	4	6	3	9
4	1	6	9	3	5	2	7	8
3	9	7	2	6	8	4	1	5





**SIRCH Community Kitchen prepares and distributes 1,400 meals a month, free, to those most in need.**

**“Without the help of these meals we wouldn’t be eating this week.”**

*SIRCH Community Kitchen Meal Recipient*



**SIRCH receives no government funding for this program.  
We depend on your donations.**

**Please donate what you can:**

- VISA or Mastercard: 705-457-1742 monthly, quarterly or 1-time
- Online: scan the QR Code or go to our website: [sirch.on.ca](http://sirch.on.ca)
- E-transfer: [donate@sirch.on.ca](mailto:donate@sirch.on.ca)
- Mail in form on reverse page



**SIRCH**  
community  
services

705-457-1742

[info@sirch.on.ca](mailto:info@sirch.on.ca)

[sirch.on.ca](http://sirch.on.ca)



# Gifts *from* *the* Heart

**Because of your generosity, SIRCH has been able to provide more than 60,000 portions of nutritious food FREE to those in need since March 2020.**

**However, the need continues to grow!**



*“We see a lot of malnourished people, and having healthy meals from SIRCH is a blessing. It keeps people from starving ... not just from malnutrition, but from starving!”*

*Community distributor  
of SIRCH CK meals*

**By donating generously to SIRCH, your contributions will help us continue to tackle food insecurity in our community.**



Please mail this form to SIRCH Community Services, P.O. Box 687, 49 Maple Avenue, Unit 4, Haliburton ON K0M 1S0.

- ☐ \$25   ☐ \$50   ☐ \$100   ☐ Other \$\_\_\_\_\_
- ☐ I wish to make a monthly donation on my credit card. Amount \$\_\_\_\_\_
- ☐ Cheque enclosed (payable to SIRCH Community Services)
- ☐ Visa   ☐ Mastercard

Card Number: _____	Card Expiry Date: _____
Name on Credit Card: _____	Card CCV: _____
Name: _____	Phone: _____
Address: _____	Email: _____





Sales for Santa

The Up River Trading Co. in Minden hosted their annual Open House on Saturday Nov. 25. The sales included 20 per cent off, store-wide and 50 per cent off select items. For every twenty-five dollars spent, customers were eligible for a ballot with the chance to win an impressive holiday gift basket. The impeccable savings brought in plenty of eager holiday shoppers. The Haliburton location is set to host their Open House on Dec. 2. Pictured, shop owner Paul Roy with Jaklin Johnston at Up River's Open House. /BRITNEY PAGLIUCA Staff

Sudoku brought to you by



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[lisa@lisamercer.ca](mailto:lisa@lisamercer.ca)  
cell: 705.457.0364

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Not intended to solicit properties already listed for sale

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# SUDOKU

		2						
7			4	1			8	
			6	9				7
						9	4	2
	8							3
2		3						
		5		7				9
4				3			7	8
3			2		8		1	

Level: Intermediate

Fun By The Numbers

Like puzzles? Then you'll love sudoku. This mind-bending puzzle will have you hooked from the moment you square off, so sharpen your pencil and put your sudoku savvy to the test!

Here's How It Works:

Sudoku puzzles are formatted as a 9x9 grid, broken down into nine 3x3 boxes. To solve a sudoku, the numbers 1 through 9 must fill each row, column and box. Each number can appear only once in each row, column and box. You can figure out the order in which the numbers will appear by using the numeric clues already provided in the boxes. The more numbers you name, the easier it gets to solve the puzzle!

Answers on page 11



Snow white

Guenther Horst captured the freshly fallen snow after a blizzard hit the county on Nov. 27. The snowstorm signifies the first real accumulation of snow this season. /Photo submitted

Highlands Summer Festival announces 2024 season

Summer 2024 may seem a long way off, but a glimpse of the entertainment waiting to delight us come July were revealed this week. The productions on tap for the 2024 season were unveiled as the Highlands Summer Festival began its annual season pass sale.

"We have an exciting line-up of live theatre and concert offerings for next summer," Brian Kipping, president of the Highlands Summer Festival stated as the schedule was announced. "I know our patrons will find it an enjoyable list with lots of variety."

Up first on the schedule is the musical comedy *The 25th Annual Putnam County Spelling Bee*. This award-winning musical that will test all of us who suffer from orthographobia (the fear of spelling a word incorrectly). The story follows an eclectic group of six mid-pubescents (played by young adults) as they vie for the spelling championship of a lifetime. While candidly disclosing hilarious and touching stories from their home lives, the tweens spell their way through a series of words. Add some audience participation and upbeat tuneful music and you have a delightful experience at the theatre. Opens July 2 for nine performances with two matinees.

Second up, the Festival revisits a favourite of theatre patrons worldwide, William Gibson's *The Miracle Worker*. Twelve-year-old Helen Keller lived in a prison of silence and darkness. Deaf, blind, and mute from an illness as a baby, with no way to express herself or comprehend those around her, she flew into primal rages against anyone who tried to help her, fighting tooth and nail with a strength born of furious desperation. Then Annie Sullivan came. Half-blind herself, but possessing an almost fanatical determination, she would begin a frightening and incredibly moving struggle to tame the wild girl no one could reach. This Tony Award winning play opens July 15 for eight performances, including three matinees.

This summer, we welcome to our stage the outstanding Canadian folk trio, award-winners, The Good Lovelies. Their music can best be described as a country/folk trio, with tinges of pop, roots, jazz and sometimes hip-hop mixed in. Opens July 24 for three

performances through to July 26 with one matinee..

Up next, we have Gail, a beekeeper, and Earl, both recently estranged from their spouses and living across from each other on a country road, finding their lives turned upside-down in this Mark Crawford side-splitting comedy *The Birds & The Bees*. Gail's daughter, Sarah, running away from an unhappy marriage returns home unexpectedly. Add the arrival of Ben the over-eager graduate student, there to determine the cause of the collapse of Gail's bee populations and you have engaging mix of people with lots to teach us about, well, the birds and the bees. (This production contains mature themes. Recommended for ages 13 and up. There is no official rating system for live theatre. We encourage you to use your judgment based on your child's age and maturity level.) Opens July 28 for six performances including one matinee.

And our season ends with the return of the popular Leisa Way and her Wayward Wind Band with another outstanding concert, *Opry Gold*. To share the Grand Ol' Opry's history is to share the story of Country Music. Leisa Way and her phenomenally talented band have brought audiences many great shows, and this latest concert raises the roof with the hottest country songs from the last few decades. Leisa and the band will sweep the audience along as they revisit all the great moments from the Country & Western song-book. Opens August 4 for five performances including on matinee.

"With a line-up like that, patrons will want to see all five shows," artistic producer Scot Denton commented.

Season passes, with tickets to all five, are now on sale at \$175. That is almost like getting five shows for the price of four. Season pass holders also get first chance at selecting their seats. Single tickets, at \$40, go on sale after the season pass blitz, January 31.

Passes and tickets can be ordered online at [www.highlandssummerfestival.on.ca](http://www.highlandssummerfestival.on.ca) by phone 705-457-9933 or 855-457-9933 or by mail to Highlands Summer Festival, Box 938, Haliburton, Ontario, K0M 1S0.

Submitted





Eye spy

Cody Evans of Minden snapped this photo of a barred owl last weekend. With the change of seasons, these winged predators are making their appearances in the woods. /Photo submitted



NOTICE  
SPECIAL MEETING

**TAKE NOTICE** that there will be a Special Meeting of Council on **Thursday, December 7, 2023, at 9:00 a.m.**

- The purpose of the meeting is to:
- Provide for a second strategic planning session to assist in the creation of a Corporate Strategic Plan for the Township of Algonquin Highlands and;
  - To proceed into closed session in accordance with Section 239(2) (c), of the Municipal Act, 2001, S.O., 2001, amended, for a proposed acquisition of land (Dorset Pavilion Park)

Due to the interactive meeting format required by Council and staff members, the viewing of the strategic planning session will be in person only, and the meeting will not be livestreamed.

The meeting will be held in the Council Chambers located at 1123 North Shore Road, Algonquin Highlands.

Dated this 29th day of November 2023.

Dawn Newhook, Clerk  
Township of Algonquin Highlands  
1123 North Shore Road  
Algonquin Highlands, ON K0M 1J1  
Tel: (705) 489-2379  
[dnewhook@algonquinhighlands.ca](mailto:dnewhook@algonquinhighlands.ca)

Telling our stories

The December Speakers Series presentation will take place on Wednesday, the 13th. Andrea Hagarty and Johnny Waite are excited to “show and tell” one of their many real-life adventure stories they call “A Primitive Journey in the Palawan Islands”, their 2023 voyage on a 74-foot wooden Filipino sailboat. Be ready for spectacular scenery, stormy seas, and endless adventures.

Andrea Hagarty is a Haliburton County institution, as the long-time proprietor of Bonnie View Inn on Lake Kashagawigamog and Andrea’s husband, Johnny Waite, is a coach, speaker and international event organizer having created various adventure races in dozens of countries.

The Speakers Series happens on the second Wednesday

of each month from 7 to 9 p.m. at the Haliburton Highlands Outdoor Association Fish Hatchery. Admission is \$15 per person payable (cash) at the door.

*Submitted*



PUBLIC NOTICE

**NOTICE IS HEREBY GIVEN** that the Corporation of the Township of Minden Hills proposes to consider a by-law to stop up, close, and convey the parcel of land more particularly described as follows:

1. **File No. PLSRA2022048:** Part of the original shore road allowance along the shore of Horseshoe Lake, lying in front of 1018 Out of the Way Trail located within Lot 12, Concession 6, Geographic Township of Minden
2. **File No. PLSRA2023003:** Part of the original shore road allowance along the shore of Bat Lake, lying in front of 1092 Touchwood Trail located within Lot 5, Concession 1, Geographic Township of Minden

The Council meeting to consider a by-law to stop up, close and convey the parcel listed above will be scheduled for **December 14th, 2023.**

The above noted application is available for inspection in the Building and Planning Department located at 7 Milne Street, Minden, Ontario by appointment only. Additional information may be obtained by contacting the undersigned or by visiting [www.mindenhills.ca/newsroom](http://www.mindenhills.ca/newsroom).

**AND FURTHER TAKE NOTICE** any person who claims that their land will be prejudicially affected is asked to contact the undersigned at their earliest convenience. If deemed advisable, By-laws giving effect to the proposed closure and conveyance will be passed by the Council for the Corporation of the Township of Minden Hills.

Amanda Dougherty, B.A. (Hons)  
Manager of Planning  
705-286-1260 Ext. 506  
[adougherty@mindenhills.ca](mailto:adougherty@mindenhills.ca)



NOTICE  
FEES AND CHARGES

**NOTICE** is hereby provided that the Council of the Corporation of the Township of Algonquin Highlands intends to consider amending Comprehensive Fees and Charges By-Law 2023-68 at its regular meeting to be held on Thursday, December 14, 2023.

The meeting will be held in the Council Chambers located at 1123 North Shore Road, Algonquin Highlands. Members of the Public may also observe Council proceedings by joining a live-stream link. The live-stream link can be found on the meeting Agenda at <https://algonquinhighlands.civicweb.net/portal/>

Dated this 29th day of November 2023.

Dawn Newhook, Clerk  
Township of Algonquin Highlands  
1123 North Shore Road  
Algonquin Highlands, ON K0M 1J1  
Tel: (705) 489-2379  
[dnewhook@algonquinhighlands.ca](mailto:dnewhook@algonquinhighlands.ca)



PUBLIC NOTICE  
Applicant: Moore  
Lot 14, Concession 6,  
Geographic Township of Stanhope

**WHEREAS** the Council of the Corporation of the Township of Algonquin Highlands has declared part of the original shore road allowance lying in front of Lot 14, Concession 6, in the geographic Township of Stanhope, in the Township of Algonquin Highlands, County of Haliburton, to be surplus.

**TAKE NOTICE** that the Council of the Municipal Corporation of the Township of Algonquin Highlands proposes to enact a By-Law to stop-up, close and convey to the abutting property owner(s) that part of the original shore road allowance lying in front of Lot 14, Concession 6, described as all and singular that certain parcel or tract of land and premises situate, lying and being in the Geographic Township of Stanhope, in the County of Haliburton and being composed of the following:

**FIRSTLY:** THAT part of the original shore road allowance lying in front of Lot 14, Concession 6, described as Part 1 on a Plan deposited in the Registry Office for the Registry Division of Haliburton County as Plan 19R-10872.

The proposed By-Law will come before the said Council for consideration at its regular meeting at the Algonquin Highlands Municipal Office, 1123 North Shore Road, on the **14th** day of December, 2023 and at that time, the Council will hear in person or by his/her counsel, solicitor or agent any person who claims that his/her land will be prejudicially affected and who applies to be heard. Any person who wishes to be heard by Council regarding this proposed closure must contact the Clerk to schedule a delegation with Council.

Dated this 29th day of November 2023.

Sean O'Callaghan  
Planner  
Township of Algonquin Highlands  
1123 North Shore Rd.  
Algonquin Highlands, ON K0M 1S0  
Tel: (705) 489-2379  
Email: [socallaghan@algonquinhighlands.ca](mailto:socallaghan@algonquinhighlands.ca)



# Minden Times Classifieds

Call 705-286-1288 classifieds@haliburtonpress.com Deadline 4 pm Each Monday

## 100 FREE

24ft Hunting Tandem Trailer, needs work. FREE!! Call 1-800-954-9998 or 705-741-6097

## 170 FOR SALE

1990 Mercury Grand Marquis. Great shape. Lots of work done. Comes with 4 snow tires. \$3500 obo. Call 519-802-7149

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kawarthabattery@gmail.com

**FIND IT**  
in the newspaper

## 380 COMMERCIAL SPACE FOR RENT

SELF CONTAINED STORAGE UNITS for rent, discounts available located on Industrial Park Road in Haliburton. CALL 705-457-1224

## 300 FOR RENT

Large one-bedroom apartment available for rent in December 2023. Single mature, non-smoking tenants preferred. Fully furnished with recent renovations. Includes water access, private entrance, and 400 sq foot screened porch. 10 minute drive from Haliburton. \$1400 per month. Includes hydro, heat, wifi, and parking. Please call 705-457-0861 or email michelinejohnson21@gmail.com. Pictures available upon request.

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- Skilled Labourer

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@gmail.com

## EMPLOYMENT OPPORTUNITY

**Job Description & Requirements:** Languages-English, Education- Bachelor's degree or equivalent experience. Experience 2 years to less than 3 years work setting. Urban area willing to relocate. Retail business. Responsibilities/ Tasks: Manage staff and assign duties. Determine merchandise and services to be sold. Locate, select and procure merchandise for resale. Develop and implement marketing strategies. Resolve problems that arise such as customer complaints and supply shortages. Plan, organize, direct, control and evaluate daily operations. Supervision 3-4 people. Experience and specialization in Computer and technology knowledge Point of sale system Inventory control software. Additional information: Security and safety Driver's validity licence Transportation/travel information: Own transportation, public transportation is not available. Work conditions and physical capabilities: Fast-paced environment Handling heavy loads Attention to detail. Combination of sitting standing walking. Standing for extended periods. Salary Range: \$38 to \$44.00 Email Resumes to hamzaakhalidd@gmail.com



## Haliburton County Public Library Requires

### CEO/County Librarian

The selected applicant will be responsible for the success of the library through implementation of the mission, vision, values and strategic priorities as identified by the Library Board; developing, resourcing, and evaluating operational plans; managing and leading library staff, and representing the library in the broader community. Minimum qualifications; Master of Library and Information Studies from and ALA accredited institution. Five years' related experience in a library environment, including a minimum of three years of supervisory experience.

Visit our website at [www.haliburtoncounty.ca/careers](http://www.haliburtoncounty.ca/careers) for a detailed posting and job description.

Please forward your resume to lbacik-zanetti@haliburtoncounty.ca no later than 4:30pm on December 08, 2023.

We thank all who apply for this position; however only those selected for an interview will be contacted.

*The County of Haliburton is an equal opportunity employer. Accommodation can be provided in all steps of the hiring process, please contact Human Resources for further details.*

*In accordance with the Municipal Freedom of Information and Protection of Privacy Act, the information gathered will be used solely for the purpose of job selection.*

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**online**  
www.mindentimes.ca



Minden Times

## Classifieds

Call 705-286-1288 classifieds@haliburtonpress.com Deadline 4 pm Each Monday

## 400 EMPLOYMENT OPPORTUNITY

**The Times**  
MINDEN ONTARIO**THE ECHO**  
HALIBURTON COUNTY*White Pine Media is seeking a*  
**Full-time Maternity Leave Editor**  
*for the Minden Times.*

This position is responsible for managing and supporting the editorial team and freelancers on weekly publications, including weekly story meetings, planning for upcoming articles, and features, and editing content. The successful candidate will also be responsible for conducting interviews, covering events, taking photos, and writing local news stories, weekly local editorials, and features. You will be required to organize the weekly page plans to be submitted to the production team each week. Production duties will include layout, editing copy, photo editing, and corrections. You will also be required to assist in maintaining the paper's website on a regular basis.

This role is covering a maternity leave that begins in February 2024, with the opportunity to extend the contract based on interest and initiative.

Please forward your resume and samples of your published works including photos for consideration to Jennifer McEathron at [jenniferm@haliburtonpress.com](mailto:jenniferm@haliburtonpress.com) by Friday, December 7.

## 435 VOLUNTEERS

The Minden Community Food Centre, your local charity that works to reduce food insecurity in the surrounding areas, is seeking new volunteers to join our Board of Directors. We are looking for a compassionate person with strong communications skills and a supportive team player to help us achieve our mandate to provide supplemental, healthy foods for our clients living in Minden Hills. If you have skills, time, and experience in any of the following management disciplines: general administration, financial, asset campaign, or social media, plus the desire to help, we would like to hear from you by January 5 2024. Please contact us by e-mail and tell us about your interests in food insecurities, program ideas to support our mandate, your background, skill set, and experience. Send your e-mail to [mcfc.BoardMembers@gmail.com](mailto:mcfc.BoardMembers@gmail.com).

## 540 COMING EVENTS

**St. Pauls Anglican Church  
Childrens Christmas Gift Sale**  
this Friday 4 pm to 7 pm and  
Saturday 10 am to 2 pm 19  
Invergordon Ave. Minden -  
**Nothing costs more than \$1.00**

Children come and shop for Christmas gifts for family and friends. We will help the children shop wrap and tag the gifts. For more info please call 705-286-2541



**Tickets available at the  
Minden Animal Hospital, 4 Booth St.  
\$20 per Raffle Ticket. Cash only.  
Must be 19 Years of Age or Older**

Raffle ticket to be drawn  
Friday December 15 @ 12 noon.



## 600 FUNERAL SERVICES

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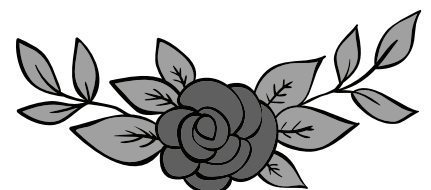
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Monday, December 11, 2000 Number 1970



### Early visit

Barely six weeks old and already Quentin O'Connell has established a rapport with Santa Claus, although the conversation at this point may be a little one sided. Quentin and the Jolly Old Man from the North Pole met Wednesday evening during the open house and Light the Trees celebration at the Haliburton Hospital. Santa may be on hand this Wednesday as well when the Minden Health Centre hosts its ceremonial lighting of the trees and open house.

### S.G. Nesbitt Memorial Arena

## Former reeve remembered as arena is named in his honour

The arena in Minden now bears the name of S.G. (Sinc) Nesbitt. The arena was dedicated to the memory of Sinc Nesbitt at a special ceremony on December 3, with the unveiling of the lettering on the side of the building.

Anson, Hindon and Minden Reeve Jeanne Anthon said the council "wanted the community to remember Sinc in a permanent way so that, over the generations, people will be constantly reminded that this man was someone very special to our life in Haliburton County."

"In contemplating a suitable tribute, council and staff asked ourselves, 'what was most special to Sinc?' We remembered many conversations

across the council table that made it clear Sinc cared so much about young people and he had a particular way of showing it in our community — through his commitment to youth activities and, in particular, through hockey," Anthon said. "In fact, our MPP Chris Hodgson said he knew Sinc through the hockey arena earlier than he ever knew him through the political arena."

Anthon noted that Nesbitt spent many hours at the Minden arena, watching all levels of competition, "from men's league games to toddlers making their first shaky attempts on the ice."

(more on page 17)



With the the Legion Flag Party in attendance, the new name of the Minden arena was unveiled Sunday afternoon. The facility will now be known as the S.G. Nesbitt Memorial Arena, in memory of former reeve Sinclair Nesbitt.

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## Home Game



Saturday, December 9 @ 4 p.m.

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Saturday, Dec. 16  
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Friday, Dec. 29  
7 p.m.

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